

## Message Text

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PAGE 01 MOSCOW 01660 041008Z

ACTION PER-03

INFO OCT-01 ISO-00 /004 W

-----041017Z 054786 /12

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FM AMEMBASSY MOSCOW

TO SECSTATE WASHDC 3829

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FOR DIRECTOR GENERAL FROM AMBASSADOR

E.O. 11652: N/A

TAGS:APER, ASIG

SUBJECT: INSPECTION OF MOSCOW

REF: (A) 76 STATE 032923, (B) 76 MOSCOW 19911

1. I HAVE BEEN CAREFULLY REVIEWING THE RECENT INSPECTORS REPORT AND THOUGHT YOU WOULD BE INTERESTED IN OUR VIEWS AS THEY RELATE TO THE PERSONNEL SYSTEM.

2. I STRONGLY SUPPORT EVERY EFFORT TO INCREASE THE RUSSIAN LANGUAGE COMPETENCE OF PERSONNEL ASSIGNED TO MOSCOW. IN THIS RESPECT, I BELIEVE THE FOLLOWING ACTIONS WOULD CONTRIBUTE TO THIS END. FIRST, WE NEED A MIX BETWEEN THOSE OFFICERS WHO ENTER THE SERVICE WITH A SIGNIFICANT RUSSIAN LANGUAGE COMPETENCE AND THOSE WHO ARE TRAINED INITIALLY AT FSI. UNFORTUNATELY, THE OPERATIONS OF THE PERSONNEL SYSTEM TENDS TO EXCLUDE THOSE WHO ENTER THE SERVICE WITH RUSSIAN. UNDERSTANDABLY, PER NEEDS TO BEGIN PANELING CANDIDATES FOR RUSSIAN LANGUAGE TRAINING AT FSI ABOUT 18 MONTHS IN ADVANCE OF AN ASSIGNMENT HERE. THE OFTEN UNINTENDED RESULT OF THIS PROCESS IS TO MISS RUSSIAN COMPETENT OFFICERS SERVING IN OTHER AREAS SINCE THEY FREQUENTLY AND NATURALLY HAVE NOT

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PAGE 02 MOSCOW 01660 041008Z

FOCUSED ON THEIR NEXT ASSIGNMENT SO FAR IN ADVANCE. BY THE TIME THEY DO, ABOUT SIX MONTHS TO A YEAR BEFORE TRANSFER, THE CANDIDATES FOR LANGUAGE TRAINING HAVE BEEN SELECTED AND THE ONWARD ASSIGNMENTS TO MOSCOW HAVE BEEN MADE. THE SOLUTION TO THIS UNINTENDED RESULT WOULD BE A FORMAL CONSULTATION BETWEEN PER AND THE EMBASSY BEFORE OFFICERS ARE ASSIGNED TO FSI. FRE-

QUENTLY THE POST WILL BE ABLE TO SUGGEST OTHER OFFICERS WHO ALREADY SPEAK RUSSIAN AND WE BELIEVE MAY WISH AN ASSIGNMENT HERE. PER COULD THEN CHECK WITH THE OFFICERS CONCERNED AND ADJUST THE INTAKE OF LANGUAGE TRAINING ACCORDINGLY.

3. SECOND, I BELIEVE WE NEED TO IMPROVE THE LEVEL OF RUSSIAN LANGUAGE SKILLS OF THOSE AT R-2 PLUS, S-2 PLUS LEVEL. ANOTHER FSI POSITION OR TWO AT GARMISCH WOULD CONTRIBUTE SUBSTANTIALLY. THERE IS A SUMMER TUTORIAL PROGRAM FOR OFFICERS WHO NEED TO BRUSH UP THEIR RUSSIAN TO THE 2 PLUS LEVEL. ANOTHER POSSIBILITY IS THE ASSIGNING OF ONE OR TWO OFFICERS UNDER THE IREX PROGRAM TO UNIVERSITIES HERE FOR A YEAR. ALTHOUGH THIS WOULD REQUIRE SOME NEGOTIATIONS AT THE WASHINGTON END, AND WE WOULD HAVE TO ARRANGE WITH THE SOVIETS THAT THE OFFICERS CONCERNED HAD DIPLOMATIC IMMUNITIES, SUCH AN ASSIGNMENT WOULD ENORMOUSLY IMPROVE THE LANGUAGE COMPETENCE OF OFFICERS AT THE 2 PLUS LEVEL. AFTER COMPLETION OF A YEAR, THE OFFICER WOULD THEN BE ASSIGNED TO THE EMBASSY. I RECOGNIZE THAT LATTER APPROACH WOULD INVOLVE RECIPROCITY WHICH FOR VARIOUS REASONS WE MAY FIND UNDESIRABLE.

4. ANOTHER AREA WHERE WE SUFFER A CHRONIC SHORTAGE OF PROPERTY SKILLED PERSONNEL IS IN SOVIET INTERNAL AFFAIRS, ESPECIALLY POLITICAL-MILITARY AND INTERNAL ECONOMIC FIELDS. IT WOULD BE HIGHLY DESIRABLE IF ONE AMERICAN UNIVERSITY TRAINING SLOT COULD BE SET ASIDE EACH YEAR FOR LIMITED OFFICIAL USE

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PAGE 03 MOSCOW 01660 041008Z

A MIDDLE-GRADE OFFICER WITH AT LEAST A 3/3 IN RUSSIAN, PREFERABLE WITH ONE TOUR IN THE SOVIET UNION BEHIND HIM. THE FOCUS ON THIS UNIVERSITY TRAINING SHOULD BE INTERNAL ECONOMIC OR POLITICAL-MILITARY AFFAIRS IN ORDER TO OVERCOME THE SHORTAGE OF OFFICERS WITH THESE BACKGROUNDS.

5. IN SUM, I WISH TO ASSURE YOU OF THE EMBASSY'S AND MY PERSONAL INTEREST IN IMPROVING THE RANGE AND COMPETENCE OF OFFICERS ASSIGNED TO THE SOVIET UNION. I WOULD WELCOME THE VIEWS AND PROPOSALS OF YOU AND YOUR COLLEAGUES.

TOON

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## Message Attributes

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